

TURNER BROADCASTING SYSTEM, INC.
ONE CNN CENTER, Box 105356, Atlanta, GA 30348-5356

ALLAN J. DENIRO
Corporate Vice President
Human Resources
(404) 827-4750

PLEASE READ

June 4, 1993

TO: All Employees

FR: Allan J. DeNiro *RJD*

RE: New Smoking Policy

Two operating changes, one now and one in 9
smoking.

New Fulton County smoking ordinances gov-
prohibit smoking in open public spaces like ti
and floor breakrooms. At the same time, this
and previously designated areas in our cafeteria
TAKE EFFECT ON MONDAY, JUNE 7, 1993.

Further, a company policy decision has also b:
facilities and TBS-owned and managed office
where legal worldwide) as SMOKE-FREE ENVIRONMENTS by the end of the
summer.

When this second policy takes effect IN 90 DAYS on SEPTEMBER 7, 1993, this will
mean that smoking will be permitted only outside the building. This policy will
apply to previously grandfathered employees who smoke.

TURNER WILL ALSO CONTINUE ITS EXISTING POLICY OF NOT HIRING
SMOKERS AS WE HAVE DONE SINCE 1986.

As we have in the past, we will also continue to assist our employees with smoking
cessation classes at the company's expense.

MORE INFORMATION WILL BE FORTHCOMING VERY SOON. AGAIN, THE
NEW FULTON COUNTY ORDINANCES (ATLANTA ONLY) WILL TAKE EFFECT
ON JUNE 7, 1993; THE NEW TURNER POLICY WILL TAKE EFFECT ON
SEPTEMBER 7, 1993. ANY QUESTIONS MAY BE DIRECTED TO MY ATTENTION
OR TO YOUR HUMAN RESOURCES REPRESENTATIVE.

CC: Executive Committee

6/1/93



to Dennis L. Warren
MURRAY H. BRING

Steve.

Attached is the Turner
Smoking policy. Please
note the circled paragraph
~~Don't~~ George, NY, and
DC (where Turner has offices)
have anti-discrimination
laws. If so, should we
do something to protect
this violation of law?

Murray

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